

HAVE YOU OR A COLLEAGUE BEEN ABUSED, DISCRIMINATED AGAINST, HARASSED OR THREATENED IN THE COURSE OF DELIVERING CARE?

Suffolk County Council Adult Care Services and the Suffolk Care Association have jointly agreed to support and protect care staff to ensure that they are protected from abuse.

Violence, abuse, discrimination, harassment or threats towards staff, for any reason is unacceptable – whether this is coming from the person being cared for and/or their families.

If you, or a colleague have been subject to abuse of whatever nature in the course of delivering care, you have a right to be supported and should look to your employer to facilitate this.

What types of behaviour constitute harassment?

Harassment is unwanted conduct that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, or offensive work environment.

Harassment is linked to equalities

In employment law, harassment is always linked to a protected characteristic. The Equality Act 2010 lists 9 protected characteristics, which are: age, disability, gender, gender reassignment (including trans or non-binary status), marriage & civil partnerships, pregnancy & maternity, race, religion or belief, and sexual orientation.

Your Employer has a duty to protect and support you, even if there are sensitivities in addressing and challenging situations.



Where harassment arises from care commissioned by Suffolk County Council, the Council will work together with the Care provider to ensure that staff are effectively supported, including potentially finding an alternative source of care and support.

